

## Pay Guide - Children's Services Award 2010

[MA000120]

Published 14 March 2018

Pay rates change from 1 July each year, the rates in this guide apply from 1 July 2015.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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**Queensland employees only:** rates for employees in Queensland affected by a Transitional Pay Equity Order are not provided in this pay guide. These rates can be calculated using the [Pay and Conditions Tool](#).

**Rates of pay**  
**Adult**  
**Full-time & part-time**

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<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday (not shiftworkers) - first 2 hours (full-time employees only)</b>	<b>Saturday (not shiftworkers) - after 2 hours (full-time employees only)</b>	<b>Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)</b>
Support worker level 1.1 on commencement	\$671.90	\$17.68	\$26.52	\$35.36	\$26.52
Support worker level 2.1 on commencement	\$697.60	\$18.36	\$27.54	\$36.72	\$27.54
Support worker level 2.2 after 1 year	\$721.70	\$18.99	\$28.49	\$37.98	\$28.49
Support worker level 3.1 on commencement	\$764.90	\$20.13	\$30.20	\$40.26	\$30.20
Children's services employee level 1.1 on commencement	\$671.90	\$17.68	\$26.52	\$35.36	\$26.52
Children's services employee level 2.1 on commencement	\$697.60	\$18.36	\$27.54	\$36.72	\$27.54
Children's services employee level 2.2 after 1 year	\$721.70	\$18.99	\$28.49	\$37.98	\$28.49
Children's services employee level 3A.1 on commencement	\$753.10	\$19.82	\$29.73	\$39.64	\$29.73
Children's services employee level 3A.2 after 1 year	\$764.90	\$20.13	\$30.20	\$40.26	\$30.20
Children's services employee level 3.1 on commencement	\$764.90	\$20.13	\$30.20	\$40.26	\$30.20
Children's services employee level 3.2 after 1 year	\$791.20	\$20.82	\$31.23	\$41.64	\$31.23
Children's services employee level 3.3 after 2 years	\$816.10	\$21.48	\$32.22	\$42.96	\$32.22
Children's services employee level 3.4 (Diploma)	\$861.20	\$22.66	\$33.99	\$45.32	\$33.99
Children's services employee level 4A.1 on commencement	\$816.10	\$21.48	\$32.22	\$42.96	\$32.22

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday (not shiftworkers) - first 2 hours (full-time employees only)</b>	<b>Saturday (not shiftworkers) - after 2 hours (full-time employees only)</b>	<b>Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)</b>
Children's services employee level 4A.2 after 1 year	\$827.50	\$21.78	\$32.67	\$43.56	\$32.67
Children's services employee level 4A.3 after 2 years	\$838.80	\$22.07	\$33.11	\$44.14	\$33.11
Children's services employee level 4A.4 after 3 years	\$850.60	\$22.38	\$33.57	\$44.76	\$33.57
Children's services employee level 4A.5 after 4 years	\$862.00	\$22.68	\$34.02	\$45.36	\$34.02
Children's services employee level 4.1 on commencement	\$901.00	\$23.71	\$35.57	\$47.42	\$35.57
Children's services employee level 4.2 after 1 year	\$914.70	\$24.07	\$36.11	\$48.14	\$36.11
Children's services employee level 4.3 after 2 years	\$928.30	\$24.43	\$36.65	\$48.86	\$36.65
Children's services employee level 5A.1 on commencement	\$942.20	\$24.79	\$37.19	\$49.58	\$37.19
Children's services employee level 5A.2 after 1 year	\$955.80	\$25.15	\$37.73	\$50.30	\$37.73
Children's services employee level 5A.3 after 2 years	\$969.30	\$25.51	\$38.27	\$51.02	\$38.27
Children's services employee level 5.1 on commencement	\$942.20	\$24.79	\$37.19	\$49.58	\$37.19
Children's services employee level 5.2 after 1 year	\$955.80	\$25.15	\$37.73	\$50.30	\$37.73
Children's services employee level 5.3 after 2 years	\$969.30	\$25.51	\$38.27	\$51.02	\$38.27
Children's services employee level 5.4	\$972.80	\$25.60	\$38.40	\$51.20	\$38.40
Children's services employee level 6A.1 on commencement	\$1,086.40	\$28.59	\$42.89	\$57.18	\$42.89
Children's services employee level 6A.2 after 1 year	\$1,099.90	\$28.94	\$43.41	\$57.88	\$43.41
Children's services employee level 6A.3 after 2 years	\$1,113.50	\$29.30	\$43.95	\$58.60	\$43.95

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday (not shiftworkers) - first 2 hours (full-time employees only)</b>	<b>Saturday (not shiftworkers) - after 2 hours (full-time employees only)</b>	<b>Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)</b>
Children's services employee - Director - level 6.1 on commencement	\$1,086.40	\$28.59	\$42.89	\$57.18	\$42.89
Children's services employee - Director - level 6.2 after 1 year	\$1,099.90	\$28.94	\$43.41	\$57.88	\$43.41
Children's services employee - Director - level 6.3 after 2 years	\$1,113.50	\$29.30	\$43.95	\$58.60	\$43.95
Children's services employee - Director - level 6.4 on commencement	\$1,155.10	\$30.40	\$45.60	\$60.80	\$45.60
Children's services employee - Director - level 6.5 after 1 year	\$1,165.50	\$30.67	\$46.01	\$61.34	\$46.01
Children's services employee - Director - level 6.6 after 2 years	\$1,179.60	\$31.04	\$46.56	\$62.08	\$46.56
Children's services employee - Director - level 6.7 on commencement	\$1,193.70	\$31.41	\$47.12	\$62.82	\$47.12
Children's services employee - Director - level 6.8 after 1 year	\$1,207.20	\$31.77	\$47.66	\$63.54	\$47.66
Children's services employee - Director - level 6.9 after 2 years	\$1,220.80	\$32.13	\$48.20	\$64.26	\$48.20

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)</b>	<b>Saturday - shiftworkers</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>
Support worker level 1.1 on commencement	\$35.36	\$26.52	\$35.36	\$44.20	\$19.45	\$20.33
Support worker level 2.1 on commencement	\$36.72	\$27.54	\$36.72	\$45.90	\$20.20	\$21.11
Support worker level 2.2 after 1 year	\$37.98	\$28.49	\$37.98	\$47.48	\$20.89	\$21.84

<b>Classification</b>	<b>Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)</b>	<b>Saturday - shiftworkers</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>
Support worker level 3.1 on commencement	\$40.26	\$30.20	\$40.26	\$50.33	\$22.14	\$23.15
Children's services employee level 1.1 on commencement	\$35.36	\$26.52	\$35.36	\$44.20	\$19.45	\$20.33
Children's services employee level 2.1 on commencement	\$36.72	\$27.54	\$36.72	\$45.90	\$20.20	\$21.11
Children's services employee level 2.2 after 1 year	\$37.98	\$28.49	\$37.98	\$47.48	\$20.89	\$21.84
Children's services employee level 3A.1 on commencement	\$39.64	\$29.73	\$39.64	\$49.55	\$21.80	\$22.79
Children's services employee level 3A.2 after 1 year	\$40.26	\$30.20	\$40.26	\$50.33	\$22.14	\$23.15
Children's services employee level 3.1 on commencement	\$40.26	\$30.20	\$40.26	\$50.33	\$22.14	\$23.15
Children's services employee level 3.2 after 1 year	\$41.64	\$31.23	\$41.64	\$52.05	\$22.90	\$23.94
Children's services employee level 3.3 after 2 years	\$42.96	\$32.22	\$42.96	\$53.70	\$23.63	\$24.70
Children's services employee level 3.4 (Diploma)	\$45.32	\$33.99	\$45.32	\$56.65	\$24.93	\$26.06
Children's services employee level 4A.1 on commencement	\$42.96	\$32.22	\$42.96	\$53.70	\$23.63	\$24.70
Children's services employee level 4A.2 after 1 year	\$43.56	\$32.67	\$43.56	\$54.45	\$23.96	\$25.05
Children's services employee level 4A.3 after 2 years	\$44.14	\$33.11	\$44.14	\$55.18	\$24.28	\$25.38
Children's services employee level 4A.4 after 3 years	\$44.76	\$33.57	\$44.76	\$55.95	\$24.62	\$25.74
Children's services employee level 4A.5 after 4 years	\$45.36	\$34.02	\$45.36	\$56.70	\$24.95	\$26.08

<b>Classification</b>	<b>Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)</b>	<b>Saturday - shiftworkers</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>
Children's services employee level 4.1 on commencement	\$47.42	\$35.57	\$47.42	\$59.28	\$26.08	\$27.27
Children's services employee level 4.2 after 1 year	\$48.14	\$36.11	\$48.14	\$60.18	\$26.48	\$27.68
Children's services employee level 4.3 after 2 years	\$48.86	\$36.65	\$48.86	\$61.08	\$26.87	\$28.09
Children's services employee level 5A.1 on commencement	\$49.58	\$37.19	\$49.58	\$61.98	\$27.27	\$28.51
Children's services employee level 5A.2 after 1 year	\$50.30	\$37.73	\$50.30	\$62.88	\$27.67	\$28.92
Children's services employee level 5A.3 after 2 years	\$51.02	\$38.27	\$51.02	\$63.78	\$28.06	\$29.34
Children's services employee level 5.1 on commencement	\$49.58	\$37.19	\$49.58	\$61.98	\$27.27	\$28.51
Children's services employee level 5.2 after 1 year	\$50.30	\$37.73	\$50.30	\$62.88	\$27.67	\$28.92
Children's services employee level 5.3 after 2 years	\$51.02	\$38.27	\$51.02	\$63.78	\$28.06	\$29.34
Children's services employee level 5.4	\$51.20	\$38.40	\$51.20	\$64.00	\$28.16	\$29.44
Children's services employee level 6A.1 on commencement	\$57.18	\$42.89	\$57.18	\$71.48	\$31.45	\$32.88
Children's services employee level 6A.2 after 1 year	\$57.88	\$43.41	\$57.88	\$72.35	\$31.83	\$33.28
Children's services employee level 6A.3 after 2 years	\$58.60	\$43.95	\$58.60	\$73.25	\$32.23	\$33.70
Children's services employee - Director - level 6.1 on commencement	\$57.18	\$42.89	\$57.18	\$71.48	\$31.45	\$32.88
Children's services employee - Director - level 6.2 after 1 year	\$57.88	\$43.41	\$57.88	\$72.35	\$31.83	\$33.28
Children's services employee - Director - level 6.3 after 2 years	\$58.60	\$43.95	\$58.60	\$73.25	\$32.23	\$33.70

<b>Classification</b>	<b>Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)</b>	<b>Saturday - shiftworkers</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>
Children's services employee - Director - level 6.4 on commencement	\$60.80	\$45.60	\$60.80	\$76.00	\$33.44	\$34.96
Children's services employee - Director - level 6.5 after 1 year	\$61.34	\$46.01	\$61.34	\$76.68	\$33.74	\$35.27
Children's services employee - Director - level 6.6 after 2 years	\$62.08	\$46.56	\$62.08	\$77.60	\$34.14	\$35.70
Children's services employee - Director - level 6.7 on commencement	\$62.82	\$47.12	\$62.82	\$78.53	\$34.55	\$36.12
Children's services employee - Director - level 6.8 after 1 year	\$63.54	\$47.66	\$63.54	\$79.43	\$34.95	\$36.54
Children's services employee - Director - level 6.9 after 2 years	\$64.26	\$48.20	\$64.26	\$80.33	\$35.34	\$36.95

**Table 3 of 3**

<b>Classification</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - shiftworkers - first 2 hours</b>	<b>Overtime - Saturday - shiftworkers - after 2 hours</b>
Support worker level 1.1 on commencement	\$20.77	\$22.98	\$26.52	\$35.36	\$26.52	\$35.36
Support worker level 2.1 on commencement	\$21.57	\$23.87	\$27.54	\$36.72	\$27.54	\$36.72
Support worker level 2.2 after 1 year	\$22.31	\$24.69	\$28.49	\$37.98	\$28.49	\$37.98
Support worker level 3.1 on commencement	\$23.65	\$26.17	\$30.20	\$40.26	\$30.20	\$40.26
Children's services employee level 1.1 on commencement	\$20.77	\$22.98	\$26.52	\$35.36	\$26.52	\$35.36
Children's services employee level 2.1 on commencement	\$21.57	\$23.87	\$27.54	\$36.72	\$27.54	\$36.72
Children's services employee level 2.2 after 1 year	\$22.31	\$24.69	\$28.49	\$37.98	\$28.49	\$37.98

<b>Classification</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - shiftworkers - first 2 hours</b>	<b>Overtime - Saturday - shiftworkers - after 2 hours</b>
Children's services employee level 3A.1 on commencement	\$23.29	\$25.77	\$29.73	\$39.64	\$29.73	\$39.64
Children's services employee level 3A.2 after 1 year	\$23.65	\$26.17	\$30.20	\$40.26	\$30.20	\$40.26
Children's services employee level 3.1 on commencement	\$23.65	\$26.17	\$30.20	\$40.26	\$30.20	\$40.26
Children's services employee level 3.2 after 1 year	\$24.46	\$27.07	\$31.23	\$41.64	\$31.23	\$41.64
Children's services employee level 3.3 after 2 years	\$25.24	\$27.92	\$32.22	\$42.96	\$32.22	\$42.96
Children's services employee level 3.4 (Diploma)	\$26.63	\$29.46	\$33.99	\$45.32	\$33.99	\$45.32
Children's services employee level 4A.1 on commencement	\$25.24	\$27.92	\$32.22	\$42.96	\$32.22	\$42.96
Children's services employee level 4A.2 after 1 year	\$25.59	\$28.31	\$32.67	\$43.56	\$32.67	\$43.56
Children's services employee level 4A.3 after 2 years	\$25.93	\$28.69	\$33.11	\$44.14	\$33.11	\$44.14
Children's services employee level 4A.4 after 3 years	\$26.30	\$29.09	\$33.57	\$44.76	\$33.57	\$44.76
Children's services employee level 4A.5 after 4 years	\$26.65	\$29.48	\$34.02	\$45.36	\$34.02	\$45.36
Children's services employee level 4.1 on commencement	\$27.86	\$30.82	\$35.57	\$47.42	\$35.57	\$47.42
Children's services employee level 4.2 after 1 year	\$28.28	\$31.29	\$36.11	\$48.14	\$36.11	\$48.14
Children's services employee level 4.3 after 2 years	\$28.71	\$31.76	\$36.65	\$48.86	\$36.65	\$48.86
Children's services employee level 5A.1 on commencement	\$29.13	\$32.23	\$37.19	\$49.58	\$37.19	\$49.58
Children's services employee level 5A.2 after 1 year	\$29.55	\$32.70	\$37.73	\$50.30	\$37.73	\$50.30
Children's services employee level 5A.3 after 2 years	\$29.97	\$33.16	\$38.27	\$51.02	\$38.27	\$51.02



<b>Classification</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - shiftworkers - first 2 hours</b>	<b>Overtime - Saturday - shiftworkers - after 2 hours</b>
Children's services employee level 5.1 on commencement	\$29.13	\$32.23	\$37.19	\$49.58	\$37.19	\$49.58
Children's services employee level 5.2 after 1 year	\$29.55	\$32.70	\$37.73	\$50.30	\$37.73	\$50.30
Children's services employee level 5.3 after 2 years	\$29.97	\$33.16	\$38.27	\$51.02	\$38.27	\$51.02
Children's services employee level 5.4	\$30.08	\$33.28	\$38.40	\$51.20	\$38.40	\$51.20
Children's services employee level 6A.1 on commencement	\$33.59	\$37.17	\$42.89	\$57.18	\$42.89	\$57.18
Children's services employee level 6A.2 after 1 year	\$34.00	\$37.62	\$43.41	\$57.88	\$43.41	\$57.88
Children's services employee level 6A.3 after 2 years	\$34.43	\$38.09	\$43.95	\$58.60	\$43.95	\$58.60
Children's services employee - Director - level 6.1 on commencement	\$33.59	\$37.17	\$42.89	\$57.18	\$42.89	\$57.18
Children's services employee - Director - level 6.2 after 1 year	\$34.00	\$37.62	\$43.41	\$57.88	\$43.41	\$57.88
Children's services employee - Director - level 6.3 after 2 years	\$34.43	\$38.09	\$43.95	\$58.60	\$43.95	\$58.60
Children's services employee - Director - level 6.4 on commencement	\$35.72	\$39.52	\$45.60	\$60.80	\$45.60	\$60.80
Children's services employee - Director - level 6.5 after 1 year	\$36.04	\$39.87	\$46.01	\$61.34	\$46.01	\$61.34
Children's services employee - Director - level 6.6 after 2 years	\$36.47	\$40.35	\$46.56	\$62.08	\$46.56	\$62.08
Children's services employee - Director - level 6.7 on commencement	\$36.91	\$40.83	\$47.12	\$62.82	\$47.12	\$62.82
Children's services employee - Director - level 6.8 after 1 year	\$37.33	\$41.30	\$47.66	\$63.54	\$47.66	\$63.54
Children's services employee - Director - level 6.9 after 2 years	\$37.75	\$41.77	\$48.20	\$64.26	\$48.20	\$64.26

## Casual

Table 1 of 2

Classification	Hourly pay rate	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift
Support worker level 1.1 on commencement	\$22.10	\$30.94	\$39.78	\$30.94	\$39.78	\$48.62	\$23.87
Support worker level 2.1 on commencement	\$22.95	\$32.13	\$41.31	\$32.13	\$41.31	\$50.49	\$24.79
Support worker level 2.2 after 1 year	\$23.74	\$33.23	\$42.73	\$33.23	\$42.73	\$52.22	\$25.64
Support worker level 3.1 on commencement	\$25.16	\$35.23	\$45.29	\$35.23	\$45.29	\$55.36	\$27.18
Children's services employee level 1.1 on commencement	\$22.10	\$30.94	\$39.78	\$30.94	\$39.78	\$48.62	\$23.87
Children's services employee level 2.1 on commencement	\$22.95	\$32.13	\$41.31	\$32.13	\$41.31	\$50.49	\$24.79
Children's services employee level 2.2 after 1 year	\$23.74	\$33.23	\$42.73	\$33.23	\$42.73	\$52.22	\$25.64
Children's services employee level 3A.1 on commencement	\$24.78	\$34.69	\$44.60	\$34.69	\$44.60	\$54.51	\$26.76
Children's services employee level 3A.2 after 1 year	\$25.16	\$35.23	\$45.29	\$35.23	\$45.29	\$55.36	\$27.18
Children's services employee level 3.1 on commencement	\$25.16	\$35.23	\$45.29	\$35.23	\$45.29	\$55.36	\$27.18
Children's services employee level 3.2 after 1 year	\$26.03	\$36.44	\$46.85	\$36.44	\$46.85	\$57.26	\$28.11
Children's services employee level 3.3 after 2 years	\$26.85	\$37.59	\$48.33	\$37.59	\$48.33	\$59.07	\$29.00
Children's services employee level 3.4 (Diploma)	\$28.33	\$39.66	\$50.99	\$39.66	\$50.99	\$62.32	\$30.59
Children's services employee level 4A.1 on commencement	\$26.85	\$37.59	\$48.33	\$37.59	\$48.33	\$59.07	\$29.00
Children's services employee level 4A.2 after 1 year	\$27.23	\$38.12	\$49.01	\$38.12	\$49.01	\$59.90	\$29.40
Children's services employee level 4A.3 after 2 years	\$27.59	\$38.62	\$49.66	\$38.62	\$49.66	\$60.69	\$29.79

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Overtime - Saturday (not shiftworkers) - first 2 hours</b>	<b>Overtime - Saturday (not shiftworkers) - after 2 hours</b>	<b>Saturday - shiftworkers</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>
Children's services employee level 4A.4 after 3 years	\$27.98	\$39.17	\$50.36	\$39.17	\$50.36	\$61.55	\$30.21
Children's services employee level 4A.5 after 4 years	\$28.35	\$39.69	\$51.03	\$39.69	\$51.03	\$62.37	\$30.62
Children's services employee level 4.1 on commencement	\$29.64	\$41.49	\$53.35	\$41.49	\$53.35	\$65.20	\$32.01
Children's services employee level 4.2 after 1 year	\$30.09	\$42.12	\$54.16	\$42.12	\$54.16	\$66.19	\$32.49
Children's services employee level 4.3 after 2 years	\$30.54	\$42.75	\$54.97	\$42.75	\$54.97	\$67.18	\$32.98
Children's services employee level 5A.1 on commencement	\$30.99	\$43.38	\$55.78	\$43.38	\$55.78	\$68.17	\$33.47
Children's services employee level 5A.2 after 1 year	\$31.44	\$44.01	\$56.59	\$44.01	\$56.59	\$69.16	\$33.95
Children's services employee level 5A.3 after 2 years	\$31.89	\$44.64	\$57.40	\$44.64	\$57.40	\$70.15	\$34.44
Children's services employee level 5.1 on commencement	\$30.99	\$43.38	\$55.78	\$43.38	\$55.78	\$68.17	\$33.47
Children's services employee level 5.2 after 1 year	\$31.44	\$44.01	\$56.59	\$44.01	\$56.59	\$69.16	\$33.95
Children's services employee level 5.3 after 2 years	\$31.89	\$44.64	\$57.40	\$44.64	\$57.40	\$70.15	\$34.44
Children's services employee level 5.4	\$32.00	\$44.80	\$57.60	\$44.80	\$57.60	\$70.40	\$34.56
Children's services employee level 6A.1 on commencement	\$35.74	\$50.03	\$64.33	\$50.03	\$64.33	\$78.62	\$38.60
Children's services employee level 6A.2 after 1 year	\$36.18	\$50.65	\$65.12	\$50.65	\$65.12	\$79.59	\$39.07
Children's services employee level 6A.3 after 2 years	\$36.63	\$51.28	\$65.93	\$51.28	\$65.93	\$80.58	\$39.56
Children's services employee - Director - level 6.1 on commencement	\$35.74	\$50.03	\$64.33	\$50.03	\$64.33	\$78.62	\$38.60
Children's services employee - Director - level 6.2 after 1 year	\$36.18	\$50.65	\$65.12	\$50.65	\$65.12	\$79.59	\$39.07

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Overtime - Saturday (not shiftworkers) - first 2 hours</b>	<b>Overtime - Saturday (not shiftworkers) - after 2 hours</b>	<b>Saturday - shiftworkers</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>
Children's services employee - Director - level 6.3 after 2 years	\$36.63	\$51.28	\$65.93	\$51.28	\$65.93	\$80.58	\$39.56
Children's services employee - Director - level 6.4 on commencement	\$38.00	\$53.20	\$68.40	\$53.20	\$68.40	\$83.60	\$41.04
Children's services employee - Director - level 6.5 after 1 year	\$38.34	\$53.67	\$69.01	\$53.67	\$69.01	\$84.34	\$41.40
Children's services employee - Director - level 6.6 after 2 years	\$38.80	\$54.32	\$69.84	\$54.32	\$69.84	\$85.36	\$41.90
Children's services employee - Director - level 6.7 on commencement	\$39.26	\$54.97	\$70.67	\$54.97	\$70.67	\$86.38	\$42.40
Children's services employee - Director - level 6.8 after 1 year	\$39.71	\$55.60	\$71.48	\$55.60	\$71.48	\$87.37	\$42.89
Children's services employee - Director - level 6.9 after 2 years	\$40.16	\$56.23	\$72.29	\$56.23	\$72.29	\$88.36	\$43.38

**Table 2 of 2**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - shiftworkers - first 2 hours</b>	<b>Overtime - Saturday - shiftworkers - after 2 hours</b>
Support worker level 1.1 on commencement	\$24.75	\$25.19	\$27.40	\$30.94	\$39.78	\$30.94	\$39.78
Support worker level 2.1 on commencement	\$25.70	\$26.16	\$28.46	\$32.13	\$41.31	\$32.13	\$41.31
Support worker level 2.2 after 1 year	\$26.59	\$27.06	\$29.43	\$33.23	\$42.73	\$33.23	\$42.73
Support worker level 3.1 on commencement	\$28.18	\$28.69	\$31.20	\$35.23	\$45.29	\$35.23	\$45.29
Children's services employee level 1.1 on commencement	\$24.75	\$25.19	\$27.40	\$30.94	\$39.78	\$30.94	\$39.78
Children's services employee level 2.1 on commencement	\$25.70	\$26.16	\$28.46	\$32.13	\$41.31	\$32.13	\$41.31
Children's services employee level 2.2 after 1 year	\$26.59	\$27.06	\$29.43	\$33.23	\$42.73	\$33.23	\$42.73

<b>Classification</b>	<b>Afternoon shift</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - shiftworkers - first 2 hours</b>	<b>Overtime - Saturday - shiftworkers - after 2 hours</b>
Children's services employee level 3A.1 on commencement	\$27.75	\$28.24	\$30.72	\$34.69	\$44.60	\$34.69	\$44.60
Children's services employee level 3A.2 after 1 year	\$28.18	\$28.69	\$31.20	\$35.23	\$45.29	\$35.23	\$45.29
Children's services employee level 3.1 on commencement	\$28.18	\$28.69	\$31.20	\$35.23	\$45.29	\$35.23	\$45.29
Children's services employee level 3.2 after 1 year	\$29.15	\$29.67	\$32.27	\$36.44	\$46.85	\$36.44	\$46.85
Children's services employee level 3.3 after 2 years	\$30.07	\$30.61	\$33.29	\$37.59	\$48.33	\$37.59	\$48.33
Children's services employee level 3.4 (Diploma)	\$31.72	\$32.29	\$35.12	\$39.66	\$50.99	\$39.66	\$50.99
Children's services employee level 4A.1 on commencement	\$30.07	\$30.61	\$33.29	\$37.59	\$48.33	\$37.59	\$48.33
Children's services employee level 4A.2 after 1 year	\$30.49	\$31.04	\$33.76	\$38.12	\$49.01	\$38.12	\$49.01
Children's services employee level 4A.3 after 2 years	\$30.90	\$31.45	\$34.21	\$38.62	\$49.66	\$38.62	\$49.66
Children's services employee level 4A.4 after 3 years	\$31.33	\$31.89	\$34.69	\$39.17	\$50.36	\$39.17	\$50.36
Children's services employee level 4A.5 after 4 years	\$31.75	\$32.32	\$35.15	\$39.69	\$51.03	\$39.69	\$51.03
Children's services employee level 4.1 on commencement	\$33.19	\$33.79	\$36.75	\$41.49	\$53.35	\$41.49	\$53.35
Children's services employee level 4.2 after 1 year	\$33.70	\$34.30	\$37.31	\$42.12	\$54.16	\$42.12	\$54.16
Children's services employee level 4.3 after 2 years	\$34.20	\$34.81	\$37.87	\$42.75	\$54.97	\$42.75	\$54.97
Children's services employee level 5A.1 on commencement	\$34.71	\$35.33	\$38.42	\$43.38	\$55.78	\$43.38	\$55.78
Children's services employee level 5A.2 after 1 year	\$35.21	\$35.84	\$38.98	\$44.01	\$56.59	\$44.01	\$56.59

<b>Classification</b>	<b>Afternoon shift</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - shiftworkers - first 2 hours</b>	<b>Overtime - Saturday - shiftworkers - after 2 hours</b>
Children's services employee level 5A.3 after 2 years	\$35.71	\$36.35	\$39.54	\$44.64	\$57.40	\$44.64	\$57.40
Children's services employee level 5.1 on commencement	\$34.71	\$35.33	\$38.42	\$43.38	\$55.78	\$43.38	\$55.78
Children's services employee level 5.2 after 1 year	\$35.21	\$35.84	\$38.98	\$44.01	\$56.59	\$44.01	\$56.59
Children's services employee level 5.3 after 2 years	\$35.71	\$36.35	\$39.54	\$44.64	\$57.40	\$44.64	\$57.40
Children's services employee level 5.4	\$35.84	\$36.48	\$39.68	\$44.80	\$57.60	\$44.80	\$57.60
Children's services employee level 6A.1 on commencement	\$40.03	\$40.74	\$44.31	\$50.03	\$64.33	\$50.03	\$64.33
Children's services employee level 6A.2 after 1 year	\$40.52	\$41.24	\$44.86	\$50.65	\$65.12	\$50.65	\$65.12
Children's services employee level 6A.3 after 2 years	\$41.02	\$41.75	\$45.42	\$51.28	\$65.93	\$51.28	\$65.93
Children's services employee - Director - level 6.1 on commencement	\$40.03	\$40.74	\$44.31	\$50.03	\$64.33	\$50.03	\$64.33
Children's services employee - Director - level 6.2 after 1 year	\$40.52	\$41.24	\$44.86	\$50.65	\$65.12	\$50.65	\$65.12
Children's services employee - Director - level 6.3 after 2 years	\$41.02	\$41.75	\$45.42	\$51.28	\$65.93	\$51.28	\$65.93
Children's services employee - Director - level 6.4 on commencement	\$42.56	\$43.32	\$47.12	\$53.20	\$68.40	\$53.20	\$68.40
Children's services employee - Director - level 6.5 after 1 year	\$42.94	\$43.70	\$47.54	\$53.67	\$69.01	\$53.67	\$69.01
Children's services employee - Director - level 6.6 after 2 years	\$43.46	\$44.23	\$48.11	\$54.32	\$69.84	\$54.32	\$69.84
Children's services employee - Director - level 6.7 on commencement	\$43.97	\$44.76	\$48.69	\$54.97	\$70.67	\$54.97	\$70.67
Children's services employee - Director - level 6.8 after 1 year	\$44.48	\$45.27	\$49.24	\$55.60	\$71.48	\$55.60	\$71.48
Children's services employee - Director - level 6.9 after 2 years	\$44.98	\$45.79	\$49.80	\$56.23	\$72.29	\$56.23	\$72.29

## Junior - Full-time & part-time - 16 years and under

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

**Table 1 of 3**

Classification	Hourly pay rate	Saturday (not shiftworkers) - first 2 hours (full-time employees only)	Saturday (not shiftworkers) - after 2 hours (full-time employees only)	Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services employee level 1.1 on commencement	\$12.85	\$19.28	\$25.70	\$19.28	\$25.70
Children's services employee level 2.1 on commencement	\$12.85	\$19.28	\$25.70	\$19.28	\$25.70
Children's services employee level 2.2 after 1 year	\$13.29	\$19.94	\$26.58	\$19.94	\$26.58

**Table 2 of 3**

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services employee level 1.1 on commencement	\$19.28	\$25.70	\$32.13	\$14.14	\$14.78
Children's services employee level 2.1 on commencement	\$19.28	\$25.70	\$32.13	\$14.14	\$14.78
Children's services employee level 2.2 after 1 year	\$19.94	\$26.58	\$33.23	\$14.62	\$15.28

**Table 3 of 3**

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services employee level 1.1 on commencement	\$15.10	\$16.71	\$19.28	\$25.70	\$19.28	\$25.70
Children's services employee level 2.1 on commencement	\$15.10	\$16.71	\$19.28	\$25.70	\$19.28	\$25.70
Children's services employee level 2.2 after 1 year	\$15.62	\$17.28	\$19.94	\$26.58	\$19.94	\$26.58

## Junior - Full-time & part-time - 17 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

**Table 1 of 3**

Classification	Hourly pay rate	Saturday (not shiftworkers) - first 2 hours (full-time employees only)	Saturday (not shiftworkers) - after 2 hours (full-time employees only)	Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services employee level 1.1 on commencement	\$14.69	\$22.04	\$29.38	\$22.04	\$29.38
Children's services employee level 2.1 on commencement	\$14.69	\$22.04	\$29.38	\$22.04	\$29.38
Children's services employee level 2.2 after 1 year	\$15.19	\$22.79	\$30.38	\$22.79	\$30.38

**Table 2 of 3**

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services employee level 1.1 on commencement	\$22.04	\$29.38	\$36.73	\$16.16	\$16.89
Children's services employee level 2.1 on commencement	\$22.04	\$29.38	\$36.73	\$16.16	\$16.89
Children's services employee level 2.2 after 1 year	\$22.79	\$30.38	\$37.98	\$16.71	\$17.47

**Table 3 of 3**

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services employee level 1.1 on commencement	\$17.26	\$19.10	\$22.04	\$29.38	\$22.04	\$29.38
Children's services employee level 2.1 on commencement	\$17.26	\$19.10	\$22.04	\$29.38	\$22.04	\$29.38
Children's services employee level 2.2 after 1 year	\$17.85	\$19.75	\$22.79	\$30.38	\$22.79	\$30.38



## Junior - Full-time & part-time - 18 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

**Table 1 of 3**

Classification	Hourly pay rate	Saturday (not shiftworkers) - first 2 hours (full-time employees only)	Saturday (not shiftworkers) - after 2 hours (full-time employees only)	Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services employee level 1.1 on commencement	\$16.52	\$24.78	\$33.04	\$24.78	\$33.04
Children's services employee level 2.1 on commencement	\$16.52	\$24.78	\$33.04	\$24.78	\$33.04
Children's services employee level 2.2 after 1 year	\$17.09	\$25.64	\$34.18	\$25.64	\$34.18

**Table 2 of 3**

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services employee level 1.1 on commencement	\$24.78	\$33.04	\$41.30	\$18.17	\$19.00
Children's services employee level 2.1 on commencement	\$24.78	\$33.04	\$41.30	\$18.17	\$19.00
Children's services employee level 2.2 after 1 year	\$25.64	\$34.18	\$42.73	\$18.80	\$19.65

**Table 3 of 3**

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services employee level 1.1 on commencement	\$19.41	\$21.48	\$24.78	\$33.04	\$24.78	\$33.04
Children's services employee level 2.1 on commencement	\$19.41	\$21.48	\$24.78	\$33.04	\$24.78	\$33.04
Children's services employee level 2.2 after 1 year	\$20.08	\$22.22	\$25.64	\$34.18	\$25.64	\$34.18

## Junior - Full-time & part-time - 19 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

**Table 1 of 3**

Classification	Hourly pay rate	Saturday (not shiftworkers) - first 2 hours (full-time employees only)	Saturday (not shiftworkers) - after 2 hours (full-time employees only)	Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services employee level 1.1 on commencement	\$18.36	\$27.54	\$36.72	\$27.54	\$36.72
Children's services employee level 2.1 on commencement	\$18.36	\$27.54	\$36.72	\$27.54	\$36.72
Children's services employee level 2.2 after 1 year	\$18.99	\$28.49	\$37.98	\$28.49	\$37.98

**Table 2 of 3**

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services employee level 1.1 on commencement	\$27.54	\$36.72	\$45.90	\$20.20	\$21.11
Children's services employee level 2.1 on commencement	\$27.54	\$36.72	\$45.90	\$20.20	\$21.11
Children's services employee level 2.2 after 1 year	\$28.49	\$37.98	\$47.48	\$20.89	\$21.84

**Table 3 of 3**

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services employee level 1.1 on commencement	\$21.57	\$23.87	\$27.54	\$36.72	\$27.54	\$36.72
Children's services employee level 2.1 on commencement	\$21.57	\$23.87	\$27.54	\$36.72	\$27.54	\$36.72
Children's services employee level 2.2 after 1 year	\$22.31	\$24.69	\$28.49	\$37.98	\$28.49	\$37.98

## Junior - Casual - 16 years and under

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

**Table 1 of 2**

Classification	Hourly pay rate	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift
Children's services employee level 1.1 on commencement	\$16.06	\$22.49	\$28.91	\$22.49	\$28.91	\$35.34	\$17.35
Children's services employee level 2.1 on commencement	\$16.06	\$22.49	\$28.91	\$22.49	\$28.91	\$35.34	\$17.35
Children's services employee level 2.2 after 1 year	\$16.61	\$23.26	\$29.90	\$23.26	\$29.90	\$36.55	\$17.94

**Table 2 of 2**

Classification	Afternoon shift	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services employee level 1.1 on commencement	\$17.99	\$18.31	\$19.92	\$22.49	\$28.91	\$22.49	\$28.91
Children's services employee level 2.1 on commencement	\$17.99	\$18.31	\$19.92	\$22.49	\$28.91	\$22.49	\$28.91
Children's services employee level 2.2 after 1 year	\$18.61	\$18.94	\$20.60	\$23.26	\$29.90	\$23.26	\$29.90

## Junior - Casual - 17 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

**Table 1 of 2**

Classification	Hourly pay rate	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift
Children's services employee level 1.1 on commencement	\$18.36	\$25.71	\$33.05	\$25.71	\$33.05	\$40.40	\$19.83
Children's services employee level 2.1 on commencement	\$18.36	\$25.71	\$33.05	\$25.71	\$33.05	\$40.40	\$19.83
Children's services employee level 2.2 after 1 year	\$18.99	\$26.58	\$34.18	\$26.58	\$34.18	\$41.77	\$20.51

**Table 2 of 2**

Classification	Afternoon shift	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services employee level 1.1 on commencement	\$20.57	\$20.93	\$22.77	\$25.71	\$33.05	\$25.71	\$33.05
Children's services employee level 2.1 on commencement	\$20.57	\$20.93	\$22.77	\$25.71	\$33.05	\$25.71	\$33.05
Children's services employee level 2.2 after 1 year	\$21.27	\$21.65	\$23.54	\$26.58	\$34.18	\$26.58	\$34.18

## Junior - Casual - 18 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

**Table 1 of 2**

Classification	Hourly pay rate	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift
Children's services employee level 1.1 on commencement	\$20.65	\$28.91	\$37.17	\$28.91	\$37.17	\$45.43	\$22.30
Children's services employee level 2.1 on commencement	\$20.65	\$28.91	\$37.17	\$28.91	\$37.17	\$45.43	\$22.30
Children's services employee level 2.2 after 1 year	\$21.36	\$29.91	\$38.45	\$29.91	\$38.45	\$47.00	\$23.07

**Table 2 of 2**

Classification	Afternoon shift	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services employee level 1.1 on commencement	\$23.13	\$23.54	\$25.61	\$28.91	\$37.17	\$28.91	\$37.17
Children's services employee level 2.1 on commencement	\$23.13	\$23.54	\$25.61	\$28.91	\$37.17	\$28.91	\$37.17
Children's services employee level 2.2 after 1 year	\$23.93	\$24.35	\$26.49	\$29.91	\$38.45	\$29.91	\$38.45

## Junior - Casual - 19 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Overtime - Saturday (not shiftworkers) - first 2 hours</b>	<b>Overtime - Saturday (not shiftworkers) - after 2 hours</b>	<b>Saturday - shiftworkers</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>
Children's services employee level 1.1 on commencement	\$22.95	\$32.13	\$41.31	\$32.13	\$41.31	\$50.49	\$24.79
Children's services employee level 2.1 on commencement	\$22.95	\$32.13	\$41.31	\$32.13	\$41.31	\$50.49	\$24.79
Children's services employee level 2.2 after 1 year	\$23.74	\$33.23	\$42.73	\$33.23	\$42.73	\$52.22	\$25.64

**Table 2 of 2**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - shiftworkers - first 2 hours</b>	<b>Overtime - Saturday - shiftworkers - after 2 hours</b>
Children's services employee level 1.1 on commencement	\$25.70	\$26.16	\$28.46	\$32.13	\$41.31	\$32.13	\$41.31
Children's services employee level 2.1 on commencement	\$25.70	\$26.16	\$28.46	\$32.13	\$41.31	\$32.13	\$41.31
Children's services employee level 2.2 after 1 year	\$26.59	\$27.06	\$29.43	\$33.23	\$42.73	\$33.23	\$42.73

## Apprentice - 16 years and under

**Table 1 of 3**

Classification	Hourly pay rate	Saturday (not shiftworkers) - first 2 hours (full-time employees only)	Saturday (not shiftworkers) - after 2 hours (full-time employees only)	Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services apprentice - 1st year	\$12.85	\$19.28	\$25.70	\$19.28	\$25.70
Children's services apprentice - 2nd and subsequent years	\$13.29	\$19.94	\$26.58	\$19.94	\$26.58

**Table 2 of 3**

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services apprentice - 1st year	\$19.28	\$25.70	\$32.13	\$14.14	\$14.78
Children's services apprentice - 2nd and subsequent years	\$19.94	\$26.58	\$33.23	\$14.62	\$15.28

**Table 3 of 3**

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services apprentice - 1st year	\$15.10	\$16.71	\$19.28	\$25.70	\$19.28	\$25.70
Children's services apprentice - 2nd and subsequent years	\$15.62	\$17.28	\$19.94	\$26.58	\$19.94	\$26.58

## Apprentice - 17 years

**Table 1 of 3**

Classification	Hourly pay rate	Saturday (not shiftworkers) - first 2 hours (full-time employees only)	Saturday (not shiftworkers) - after 2 hours (full-time employees only)	Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services apprentice - 1st year	\$14.69	\$22.04	\$29.38	\$22.04	\$29.38
Children's services apprentice - 2nd and subsequent years	\$15.19	\$22.79	\$30.38	\$22.79	\$30.38

**Table 2 of 3**

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services apprentice - 1st year	\$22.04	\$29.38	\$36.73	\$16.16	\$16.89
Children's services apprentice - 2nd and subsequent years	\$22.79	\$30.38	\$37.98	\$16.71	\$15.19

**Table 3 of 3**

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services apprentice - 1st year	\$17.26	\$19.10	\$22.04	\$29.38	\$22.04	\$29.38
Children's services apprentice - 2nd and subsequent years	\$22.79	\$30.38	\$22.79	\$30.38	\$37.98	\$16.71



## Apprentice - 18 years

**Table 1 of 3**

Classification	Hourly pay rate	Saturday (not shiftworkers) - first 2 hours (full-time employees only)	Saturday (not shiftworkers) - after 2 hours (full-time employees only)	Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services apprentice - 1st year	\$16.52	\$24.78	\$33.04	\$24.78	\$33.04
Children's services apprentice - 2nd and subsequent years	\$17.09	\$25.64	\$34.18	\$25.64	\$34.18

**Table 2 of 3**

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services apprentice - 1st year	\$24.78	\$33.04	\$41.30	\$18.17	\$19.00
Children's services apprentice - 2nd and subsequent years	\$25.64	\$34.18	\$42.73	\$18.80	\$19.65

**Table 3 of 3**

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services apprentice - 1st year	\$19.41	\$21.48	\$24.78	\$33.04	\$24.78	\$33.04
Children's services apprentice - 2nd and subsequent years	\$20.08	\$22.22	\$25.64	\$34.18	\$25.64	\$34.18

## Apprentice - 19 years or older (including adult apprentices)

**Table 1 of 3**

Classification	Hourly pay rate	Saturday (not shiftworkers) - first 2 hours (full-time employees only)	Saturday (not shiftworkers) - after 2 hours (full-time employees only)	Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services apprentice - 1st year	\$18.36	\$27.54	\$36.72	\$27.54	\$36.72
Children's services apprentice - 2nd and subsequent years	\$18.99	\$28.49	\$37.98	\$28.49	\$37.98

**Table 2 of 3**

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services apprentice - 1st year	\$27.54	\$36.72	\$45.90	\$20.20	\$21.11
Children's services apprentice - 2nd and subsequent years	\$28.49	\$37.98	\$47.48	\$20.89	\$21.84

**Table 3 of 3**

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services apprentice - 1st year	\$21.57	\$23.87	\$27.54	\$36.72	\$27.54	\$36.72
Children's services apprentice - 2nd and subsequent years	\$22.31	\$24.69	\$28.49	\$37.98	\$28.49	\$37.98

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before penalties and overtime are calculated.

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Broken shift allowance	\$14.61 for each day on which a broken shift is worked
Excess fares allowance - working away from usual workplace	\$13.38 per day
First aid allowance - Level 1 or Level 2 classification not employed in out-of-school hours care	\$8.64 per day
First aid allowance - Level 1 or Level 2 classification employed in out-of-school hours care	\$1.15 per hour
Meal allowance	\$11.38 per occasion
Laundry allowance & ironing allowance - full-time employees	\$9.49 per week
Laundry allowance & ironing allowance - part-time or casual employees	\$1.90 per day up to a maximum of \$9.49 per week
Laundry allowance (no ironing) - full-time employees	\$5.98 per week
Laundry allowance (no ironing) - part-time or casual employees	\$1.20 per day up to a maximum of \$5.98 per week
Protective clothing and equipment reimbursement	reimbursement for the cost of the protective clothing and equipment
Special clothing reimbursement	reimbursement for the cost of purchasing the special clothing
* Qualifications allowance - Director or Assistant director with Graduate Certificate in Childcare Management or equivalent	\$1.28 per hour
Vehicle allowance - motor car	\$0.78 per km
Vehicle allowance - motorcycle	\$0.26 per km

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.